



Gender Pay Gap Report 2025



Overview

Under the Equality Pay Act 2010, the UK government requires that all employers with more than 250 employees publish their gender pay gap data.

What is the Gender Pay Gap?

The gender pay gap is a measure of the difference in average pay of men and women in an organisation regardless of the job they do or the area of the organisation they work in. It is different from equal pay which directly compares the pay for a man and a woman doing the same, similar or equivalent job.

In comparison to the previous year, our mean pay gap has increased slightly, from 21.7% to 22.1%; and has decreased for median 26.4% to 24.9%.

This report is based solely on the hourly rate as Blue Cross does not pay bonuses. In accordance with the regulations, a snapshot date of 5 April 2025 has been used. The calculations do not include any responsibility payments or allowances.

Blue Cross employs a robust Job Evaluation process whereby all roles (not the job holders) are evaluated and externally benchmarked using strict criteria. This means, for example, that all Pet Welfare Assistants have the same pay range regardless of gender. We are committed to the fair treatment and reward of all our employees, regardless of gender.

Understanding our gender pay gap

Similar to other charities there are several factors which impact the size of our pay gap.

- There are still significantly more females in our charity and more in the lower paid roles which has resulted in a gender pay gap.
- During the 12-month period to 5 April 2025 we had 22 women taking maternity/ adoption leave; we acknowledge that this may have had an impact on career progression and routes into the higher paid roles for women.
- The majority of males are in office-based roles and these roles attract higher salaries.
- Males are under-represented across all levels of the charity but especially in the lower paid roles, for example retail and animal care roles.

It is important to note that we apply the same salary range to all employees in a particular role, regardless of gender. Also, it should be recognised that we have very good female representation at every level of the organisation including Director and Senior Manager level, for example, 43% of our directors and 65% of the Leadership Team are female.



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Gender Pay Reporting

- The mean gender pay gap is the difference between the average hourly earnings of men and women.
- The median gender pay gap is the difference between the middle values of male and female hourly earnings when ranked from the highest to the lowest.

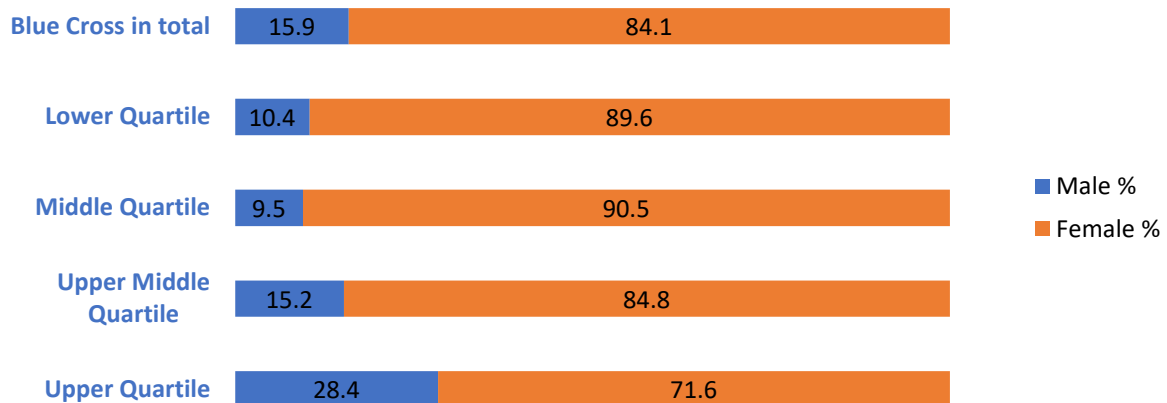
The following results have been calculated in line with mandatory requirements:

Hourly Rate

Women's hourly rate: 22.1% lower for the mean rate (increase of 0.4% from 2024)
24.9% lower for the median rate (decrease of 1.5% from 2024)

Proportion of male and female employees across the organisation according to the quartile pay bands (calculated in accordance with the regulations)

Compared to 2024 figures, the proportion of women in the organisation has increased very slightly from 83% to 84%, while the total number of employees has increased by 31. We are proud that we have a good female representation across all the pay quartiles. Male representation has remained close to 2024's figures in all but the Lower Quartile, where it has reduced from 13.3% to 10.4%.



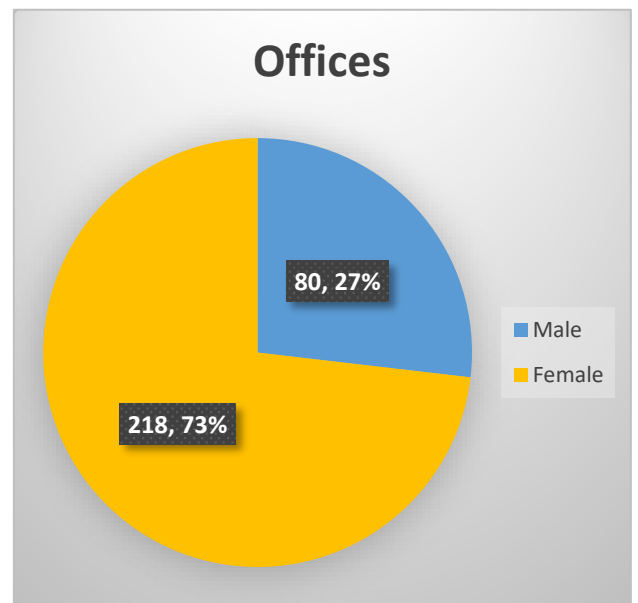
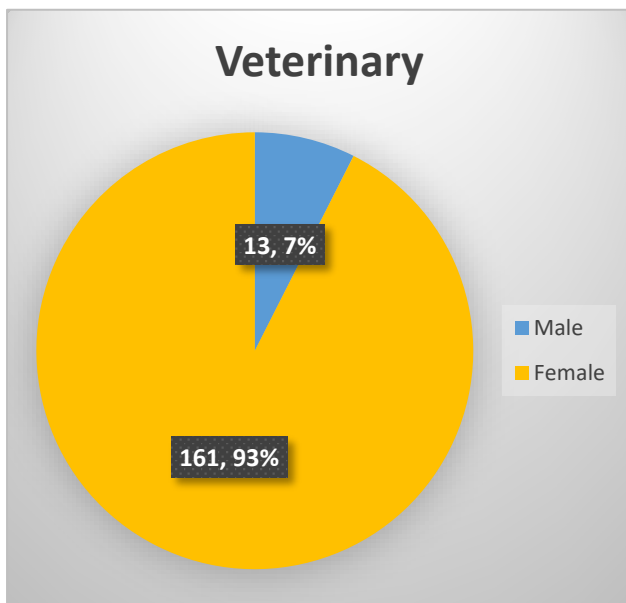
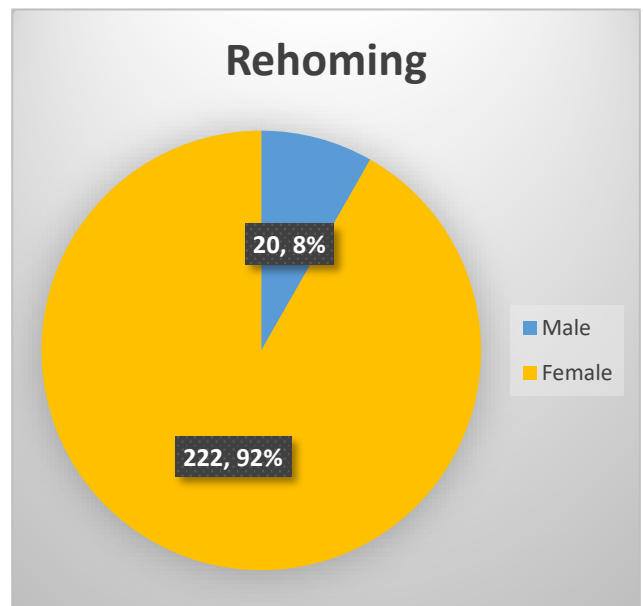
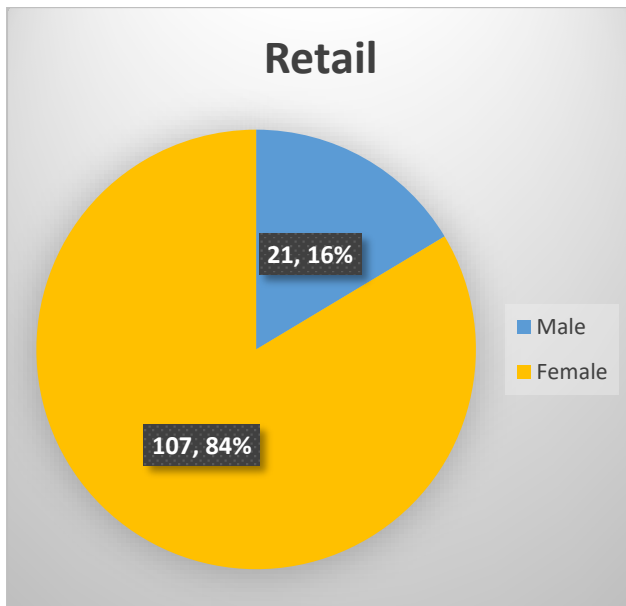


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Percentage employee split by area

Male/Female split by area



There is little change to the male/female split in all areas even though the total number of employees has increased.



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Key Findings

The key findings are broadly the same as last year, being:

1. There are significantly more females in the charity and more respectively in the lower paid roles which has resulted in a wider gender pay gap overall.
2. The majority of males are in office-based roles. These roles attract relatively higher salaries.
3. Our rigorous job evaluation and external salary benchmarking process helps to ensure that employees are paid according to their role and associated market forces, and not their gender.

What have we done so far?

Blue Cross is committed to a diverse and inclusive culture which supports the fair treatment and reward for all colleagues regardless of gender. We continue to monitor all our People policies and practices to ensure we adopt initiatives which will help to reduce this gap.

- We continue to develop our succession planning for all our senior management roles ensuring that all eligible team members are included in the process providing equal opportunity for development and growth with access to promotion when roles arise.
- We continue to support our maternity leave returners ensuring they are up to date and up to speed. We also have sessions prior to their maternity leave with their line managers.
- We use our Employer Brand to demonstrate how flexibility can allow women and men with caring responsibilities to achieve their career ambitions, therefore helping to balance out gender differences at all levels in our charity. Our PVP is published in the 'Why work for us' section of our website.
- We offer hybrid working and 'core hours' for all appropriate roles, enabling us to offer the work-life balance benefits of increased home working, which may help us to be more attractive to women with caring responsibilities.
- We have a menopause support group to ensure all those experiencing menopause related symptoms receive appropriate support, to help them thrive in their roles.

What more can we do in 2025/26?

- We are developing a skills-based approach to recruitment and development, allowing our recruitment processes to focus on skills, potential and transferable capabilities.
- We will continue to design and develop roles with flexibility where possible.



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- We will continue to explore digital and AI tools, with the aim of improving accessibility to our platforms and processes.
- We are working to find ways to position our roles so that we can attract more men into our part time and lower paid roles which traditionally are more popular with women, whilst making clear our desire to develop from within, demonstrating **career** pathways for all.

Statement

I confirm that Blue Cross is committed to the principle of gender pay equality and has prepared its 2025 gender pay gap results in line with mandatory requirements.

Beth Verrechia
People and People Services Director